

Modern Slavery Act Statement

This is the Modern Slavery and Human Trafficking statement for Belimed AG, with registered seat in Zug, Switzerland, including all global Belimed subsidiaries. This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Belimed's slavery and human trafficking statement for the financial year ending 31 December 2023.

• Belimed locations can be found at: <https://www.belimed.com/locations>

About Belimed

Belimed has its global headquarters in Zug (Switzerland) and looks back on more than 50 years of history. With 10 Belimed companies throughout Europe, North America and China and many authorized partners, Belimed is represented worldwide by a strong network in over 80 countries. We are continually evolving our technology-driven portfolio; innovating ways to improve reliability, efficiency, and sustainability in sterile processing departments.

As engineers of confidence, we build trust and value by precisely identifying and resolving customer challenges and optimizing requirements to improve their overall work environment. Our complete spectrum of sterile workflow solutions includes planning and design, market-leading equipment, consumables, servicing, data connectivity, education and training.

Our focus is to instill living, breathing, confidence within our customers; empowering them to advance medical care and protect the lives of patients and staff.

Belimed is part of the stock exchange listed Metall Zug Group, an industrial group of companies headquartered in Zug (Switzerland). The group has around 3,000 employees and comprises five business units: Infection Control, Medical Devices, Wire Processing, Technology Cluster & Infrastructure and Others.

Code of Conduct

The Code of Conduct of the Metall Zug Group comprises our basic values and key principles according to how we act and do business and which help us to pursue high ethical, professional and legal standards. The Code of Conduct applies to all employees and board members of the Metall Zug Group entities worldwide.

We expect all employees to know and follow our Code of Conduct. Failure to do so may lead to disciplinary consequences, including termination of employment. All of our employees are required to acknowledge that they have received a copy of this Code of Conduct, and that they have read, understood and agreed to be bound by its provisions. All Belimed employees receive regular training on the Metall Zug Code of Conduct via our Belimed Academy platform.

<https://www.metallzug.ch/uploads/content/210101-Code-of-Conduct-Metall-Zug-EN.pdf>

If our employees or any other individuals believe in good faith that a specific conduct violates our Code of Conduct, they should speak up and report such conduct to their superior(s) or ultimately to the legal department compliance@metallzug.ch (anonymous reporting is possible).

Our Statement

Belimed AG (including all of its subsidiaries) will never condone or accept forced labor, including human trafficking and other forms of modern slavery. Belimed has production facilities in Switzerland and Slovenia – where there are no issues or risks of slavery and human trafficking in place.

Belimed has a zero-tolerance policy to forced labor, slavery and human trafficking in any form also towards their business partners and suppliers. Major Belimed suppliers are evaluated regularly by the global sourcing and purchasing teams. These suppliers are obliged to comply with all applicable laws and regulations including, but not limited to:

- a) laws and regulations regarding working conditions
- b) health and safety laws and regulations
- c) laws and regulations prohibiting child labor
- d) import and export restrictions
- e) antitrust prohibitions and competition law restrictions
- f) laws and regulations to prevent corruption and bribery
- g) internationally recognized compliance standards (in particular, the principles of the UN Global Compact (www.unglobalcompact.org) and principles of "UN Convention on the Rights of the Child").

This statement is approved by the Executive General Management of Belimed AG.

Zug, January 2024



Philippe Heim
Executive Vice President Sales & Marketing



Adrian Huwiler
Executive Vice President, Operations